

Experienced managers course - ENG

2 jours - 14,00 heures

Programme de formation

Objectifs pédagogiques

Pedagogical objectives

- Understanding the new challenges facing managers
- Creating the conditions for trust in the team
- Developing and helping team members to advance
- Arbitrating conflicts
- Making collective decisions

Description / Contenu

Description / Content

In advance: A personality test with debriefing by a coach;

Stage 1: The new challenges facing managers

- Understanding how I lead my team
- Adapting my managerial style to the new challenges of hybrid management
- Organising and planning work time and patterns
- Stimulating commitment and motivation
- Creating a culture of trust: the 8 behaviours of a manager;

Stage 2: Moving from control to agreement

- The three levers of empowerment
- Defining the right level of challenge, briefing clear agreements
- Empowering and delegating
- Evaluating performance gaps and encouraging progress
- Developing a culture of feedback 'as we go along';

Stage 3: Developing individuals

- Drawing up individual development plans
- Adopting a coaching approach to help people progress
- Resolving conflicts by getting around obstacles to cooperation and developing emotional intelligence;

Stage 4: Involving the team in collective decisions

- Differentiating between cooperation, participation and collaboration
- Using collective intelligence methods
- Making decisions as a group

Modalités pédagogiques

Educational format

On site : 2 or 4 days

Remote : 4 or 8 x 3,5 hours workshops via Teams, GoogleMeet, Zoom...

Moyens et supports pédagogiques

Educational resources and supports

- Slide show PPT
- Pedagogical Support
- Digital Tools (Mentimeter, Jamboard ...)





Modalités d'évaluation et de suivi

Evaluation and monitoring methods

- Self-positioning by participants on a digital platform shared with the trainer (at the beginning and end of the course)
- Assessment by the trainer at the end of the course
- On-the-spot assessment immediately after the course
- REX - One-hour practice-sharing workshops one or two months after the initial training course
- Post-training assessment one or two months after the course
- Performance questionnaire sent to the customer three months after the course

Nous sommes à votre écoute au 01 47 66 25 20

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